



MEETING MINUTES FEB. 24, 2023

Meeting called to order: 12:03 p.m.

In Attendance: Kevin Dugan, Ana Douglass, Brian Fletcher, Meeghan Gray, Matt Leathen (Chair), Fred Lokken, Ron Marston, Mark Maynard, Staci Miller, Jim New, Phil Smilanick, Brad Summerhill

Absent: Andy Hughes, Heidi Julius, Doug Plourde

Guests: Amber Anaya, Ben Davis

Welcome

Chair Matt Leathen welcomed everyone to today's meeting.

Approval of the January 27, 2023 Minutes

Fred Lokken moved and Meeghan Gray seconded to approve the January 27, 2023 Minutes of the Salary, Benefits and Budget Committee. The committee approved the minutes.

Travel Applications

Matt reported there is \$3,350 to allocate. He proposed allocating the funding "as is" divided amongst all applicants. Ron Marston motioned and Meeghan Gray seconded to approve the travel funding allocations as is. The motion passed. The committee will discuss adding more funding for this year's Spring applicants when they discuss the Travel Funding Resolution.

Salary Advancement Policy

Brad provided background on how and why the policy was created. The President asked to have a policy for enhancement. Ron had started the process a couple of years ago with the Rank Advancement Taskforce; however, the taskforce was not able to go forward with its work.

The Planning for Augmentation and Improved Development of Salaries Committee (PAIDs) was formed to create a policy and draft a proposal. Brad noted this is not an equity study, COLA, or merit. It is a faculty-driven process.

Jim New would like to get the policy aligned with the NFA appeals process. Jim and Brad will meet to discuss aligning the proposed policy with the NFA appeals process.

The committee also discussed why Administrative Faculty are not included in the proposed policy. The PAIDs Committee was not tasked with Administrative Faculty. There are too many differences in the work contracts of Administrative and Academic Faculty. The Administrative Faculty should have a policy though. Interest was expressed to have a PAIDs Committee Member attend an Administrative Faculty Committee meeting to discuss the process. Ron Marston offered to assist the Administrative Faculty with policy writing and suggested getting a commitment from the President.

Meeghan Gray moved and Ron Marston Seconded to support the policy as written. The motion passed.

Travel Funding Resolution

Ron Marston moved and Meeghan Gray seconded to approve the Travel Funding Resolution. A vote was not taken at today's SBBC meeting.

Matt reviewed the policy and the committee discussed restoration of the travel budget for SBBC to award funding, restoring or possibly increasing the departmental travel pool, and considering restoring travel for the Senate Chair. Three areas were suggested: faculty department travel of \$400 per qualifying faculty member, fully funding the current Faculty Senate travel fund requests, and restoring the Faculty Senate travel budget that is awarded to faculty. Matt added suggested edits to the draft as the discussion went on. The committee will continue to discuss and craft the resolution and confer with the Senate and Joint Executive Boards.

Fred Lokken moved and Ron Marston seconded to table the motion until the next SBBC Meeting on March 31, 2023.

Budget Updates

Planning Council: Has not met yet.

VP of Finance and Government Relations Search: The search committee is continuing with its work.

Salary Equity Study: A report will be completed April 10 – May 14, and finalized by June.

BPLAT-Budget Planning and Legislative Action Taskforce: The taskforce last met February 10.

Old Business

None

New Business

None

Adjournment

Meeting Adjourned: 1:58 p.m.

Next Meeting: March 31, 2023, 12-2 p.m. via Zoom